



3D MARINE LOGISTICS GROUP
COMMANDING GENERAL'S
HAZING AND SEXUAL ASSAULT PREVENTION
STATEMENT

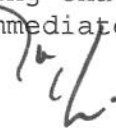


Hazing and Sexual Assault are crimes that strike at the fabric of our Core Values, individual and unit readiness, and the very foundation of the bonds of brotherhood. Crimes such as this dishonor us all, and will not be tolerated in 3d MLG. I will use every means available to prevent, and to prosecute to the fullest extent, any and all acts of this kind.

Hazing is defined as any conduct whereby a military member, without proper authority, causes another military member to suffer or be exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to perform hazing is hazing. Simply put, hazing is purposely demeaning another for sport and perverse pleasure.

Sexual assault is defined as intentional sexual contact, characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent. Sexual assaults can occur without regard to gender, spousal relationship, or age of the victim, and research consistently shows that the abuse of alcohol is a common precursor to most assaults. All Marines and Sailors are required to report any indication that a sexual assault has occurred. Like hazing, sexual assault is about power - the power to demean another. I view sexual assault as a violation of the sacred trust and bond between warriors.

We have chosen a life that matters. Preserve your honor by NEVER allowing these types of behavior to occur anywhere in our ranks. I charge every Marine and Sailor in 3d MLG with actively PREVENTING any and all acts of hazing or sexual assault. Look out for each other, protect each other and yourselves. Should you become aware of anything that even remotely meets the definitions above, ACT to prevent, and then immediately inform your chain of command.


T. W. KING
BRIGADIER GENERAL, U.S. Marine Corps
COMMANDING GENERAL, 3D MARINE LOGISTICS GROUP



3RD MARINE LOGISTICS GROUP
COMMANDING GENERAL'S
EQUAL OPPORTUNITY STATEMENT

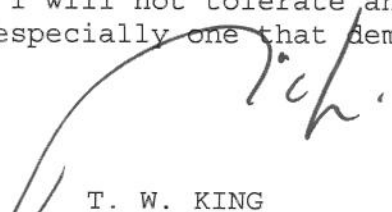


As your Commanding General, I want every member of this Group to completely understand how I feel about Equal Opportunity & Sexual Harassment. Let me be clear; this unit is a "meritocracy" where deed, action, and accomplishment have precedent. Merit cannot flourish absent an environment rich in mutual respect for fellow Marines, Sailors, and their family members. All must foster an environment where dignity, pride, and mutual respect exist in a Group committed to excellence.

III MEF's policies on Equal Opportunity are clear: equal opportunity for all without regard to race, color, religion, gender, age, or national origin consistent with the law and regulations and the requirements for physical and mental abilities. Anyone who engages in or fails to actively counter discrimination or sexual harassment is liable under the Uniform Code of Military Justice.

Marines are advised to seek resolution of inappropriate behavior via the Informal Resolution System (IRS). The intent of the IRS is to quickly address behavior contrary to good order and discipline. If a resolution cannot be reached via the IRS, address the inappropriate behavior formally via one of the five formal complaint procedures or by simple notification of concern via the chain of command. Anyone choosing to initiate a complaint may do so without fear of reprisal. The SgtMaj and I will personally ensure all Formal Reports of sexual harassment or discrimination are immediately investigated and dealt with accordingly.

Ensuring sexual harassment and discrimination does not exist within our Group is the responsibility of all. I will not tolerate any detractor from the combat readiness of our unit, especially one that demeans the honor of a fellow Warrior.


T. W. KING
BRIGADIER GENERAL, U.S. Marine Corps
COMMANDING GENERAL, 3D MARINE LOGISTICS GROUP



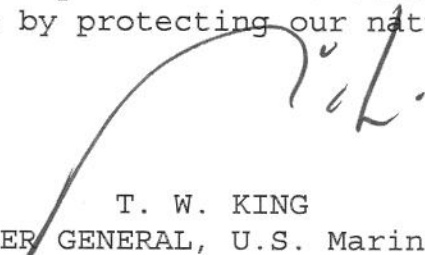
3D MARINE LOGISTICS GROUP
COMMANDING GENERAL'S
ENVIRONMENTAL STATEMENT



Mission accomplishment is the defining characteristic for the Navy and Marine Corps team. As 3d Marine Logistics Group executes missions in Pacific Theatre training areas; protection of land, water, air, human health, and cultural resources is a worthy endeavor. To preserve natural resources we must focus on achieving the following environmental program objectives:

- Comply with applicable environmental policies and procedures; adherence to Japanese Environmental Governing Standards (JECS), U. S. Environmental Protection Agency (EPA) regulations, Navy and Marine Corps environmental orders, and the Marine Corps Installations Pacific (MCIPAC) Environmental Management System (EMS).
- Minimize solid waste and hazardous waste generation.
- Implement energy conservation efforts at every opportunity.
- Ensure aggressive recycling efforts.
- Conserve natural resources and preserve cultural resources.
- Maintain hazardous materials in secure, contained areas; away from waterways.
- Ensure a positive environmental awareness culture is established by leaders at all levels.

Preserving the natural environment is a vital part of good leadership, stewardship and commitment. I expect all personnel to be fully aware of my expectations and continue to be committed to excellence by protecting our natural resources. Semper FI!


T. W. KING
BRIGADIER GENERAL, U.S. Marine Corps
COMMANDING GENERAL, 3D MARINE LOGISTICS GROUP



3D MARINE LOGISTICS GROUP
COMMANDING GENERAL'S
SAFETY STATEMENT



Operations conducted in a safe and efficient manner are the mark of true professionals and the centerpiece of force protection. Preserving combat capability is everyone's responsibility and must remain our focus. Remember, our MEF Commander's motto: **"Mission First, Marines and Sailors Always!"**

Although safety procedures, however well employed, can never completely eliminate risk in what is an inherently risky profession-the profession of arms-we must continue to aggressively utilize Operational Risk Management (ORM) to IDENTIFY, UNDERSTAND, and MITIGATE the risk.

An effective safety program requires Standing Operating Procedures that are continually updated, tied directly to guidance from higher headquarters, and kept current by feedback from individual Marines and Sailors at every level.

Officers and SNCOs must have an "unblinking eye" towards the safety and well-being of their Marines and Sailors. Ensure ORM principles are implemented at all times, no matter how minor the evolution is perceived. ORM must not be confined to only pre-holiday lectures in the theater... make ORM an ongoing process.

NCOs will relentlessly prowl for muzzle awareness, weapons on safe and proper carry. Ensuring ground guides, proper equipment staging, A-driver procedures, and vigilance to safe execution of all operations are NCO business requiring sound NCO leadership.

Identification of safety concerns cannot afford the time associated with proper chain of command reporting. DO NOT WAIT! Immediately attempt to mitigate the hazard and then report any and all safety concerns to the chain of command. Reprisals of any kind for reporting a safety concern will not be tolerated.

All Marines and Sailors must focus on practicing solid motor vehicle and motorcycle operation as a part of their daily routine. Leaders will ensure their Marines and Sailors have received the proper drivers improvement and motorcycle safety training.

Be aware of your surroundings, the action of fellow Marines and Sailors, your equipment status, and applicable mission requirements. Weigh the situation, mitigate risk, and carry on.

T. W. KING
BRIGADIER GENERAL, U.S. Marine Corps
COMMANDING GENERAL, 3D MARINE LOGISTICS GROUP



3d MARINE LOGISTICS GROUP
COMMANDING GENERAL'S
UNIT, PERSONAL AND
FAMILY READINESS PROGRAM STATEMENT



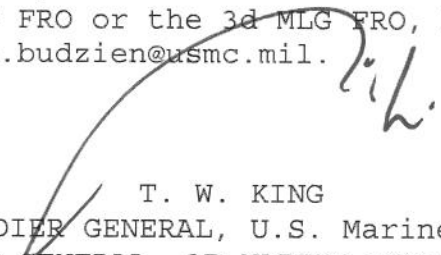
Our Corps enjoys a hard earned reputation for being the most ready when our Nation is least ready. Always ready to fight today's fight with today's kit is what makes the Marine Corps truly valuable. Unit readiness is inextricably tied to individual readiness. The individual readiness of any Marine or Sailor stems from a resiliency that emanates from home. We all look to home, be it mom and dad or our spouse and children, to serve as our foundational strength. To that end, I see family readiness as an integral element of 3rd MLG's combat readiness.

Marines and Sailors cannot focus on the task at hand if distracted by preventable issues at home. We all must work hard to balance the requirements of duty and family; but sometimes balance isn't enough. We must strive to bring all of our families into the fold, and ensure that all available resources are brought to bear when and where needed. The Family Readiness Officer (FRO) is the primary representative that provides outreach, support and assistance to all military personnel and their families.

Leaders at all levels must strive to regularly communicate with families both local and extended. We must develop and nurture aggressive Unit, Personal, and Family Readiness Programs to effectively arm Marines, Sailors, and families with both knowledge and access. We must always remember that although the uniformed member took the oath, it's the entire family that serves.

Our families play a vital role to both our personal well-being and to the combat readiness of this Group. Bring them on board.

The entire Command and Family Readiness team stands ready to assist. Please contact your Unit's FRO or the 3d MLG FRO, Mrs. Michelle Budzien at DSN 315-637-1015, michelle.budzien@usmc.mil.


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